

THE GEORGE WASHINGTON UNIVERSITY
Washington, D. C.

MINUTES OF A REGULAR MEETING
OF THE FACULTY SENATE HELD ON
MARCH 10, 1978, IN THE FACULTY
CONFERENCE ROOM, SIXTH FLOOR,
LISNER HALL

1 The meeting was called to order by Provost Bright at 2:10 p.m.

Present: Provost Bright, Registrar Gebhardtshauer, Parliamentarian Smalls, Birnbaum, Claeysens, Cohn, Fox, Heddesheimer, Hill, Jones, Kurtz, Park, Pierpont, Rashid, Reesing, Robinson, Schiff, Schwartz, Schwoerer, Shotel, Tillman, Toridis, Walker, Wood, and Ziolkowski

Absent: President Elliott, Adams, Amling, Ginsburg, Kramer, Lessin, Liebowitz, Linton, McDonald, Sapin, Solomon, Steiner, and Vaill

The Provost welcomed the newly-elected members of the Senate.

2 The minutes of the regular meeting of February 10, 1978, were approved by the Senate as distributed.

3 (a) Professor Wood, on behalf of the Executive Committee, asked for approval of the dates for regular Senate meetings in the 1978-79 Session as listed on the agenda, and the motion was seconded. Professor Hill said that he thought the September 8th meeting of the Senate fell awfully early in the semester, and he moved to change the date of the September Senate meeting from September 8th to September 15th in order to give the Senate members more time to get committee work underway and to prepare for the September Senate meeting. The motion was seconded. The question was called and the Senate voted unanimously to change the regular meeting date of the Faculty Senate from September 8, 1978, to September 15, 1978. No other changes were made and the following dates were approved:

March 10, 1978	November 10, 1978
April 14, 1978	December 8, 1978
May 5, 1978	January 19, 1979
September 15, 1978	February 9, 1979
October 13, 1978	

(b) On behalf of the Executive Committee, Professor Wood moved the nomination for election of chairmen and members to the Senate Standing Committees for the 1978-79 Session, the list of nominees having been distributed at the meeting. The motion was seconded. Professor Wood then requested that two additional names be added: Dr. Richard E. Palmer, alumnus, to the Committee on Development and Resources, and Mr. William B. Hanback, alumnus, to the Committee on Athletics. Professor Jones asked that Professors Walton E. Smith and Robert H. Walker, Jr., be added to the Committee on Athletics. Professor Park requested that Professors Richard J. Frankie and Milton C. Devolites be added to the Committee on Fiscal Planning and Budgeting. There were no other nominations and the entire slate, including the additions, was elected unanimously.

3 (c) Professor Wood announced that the following Annual Reports had been received and distributed with the agenda: Professional Ethics and Academic Freedom Committee, Administrative Matters as They Affect the Faculty Committee, Student Financial Aid Committee, and Executive Committee. Professor Wood said that the Annual Report of the Appointment, Salary and Promotion Policies (including Fringe Benefits) Committee had just been received and would be distributed with the minutes.

4 Under Brief Statements, Professor Wood, on behalf of the Executive Committee, read the following memorandum dated February 27, 1978, to the Executive Committee from Philip N. Reeves, Acting Chairman of the University Objectives Committee, in recognition of Professor John Kaye, former Chairman of the University Objectives Committee:

The members of the University Objectives Committee wish to express their appreciation for the dedicated and imaginative leadership which Professor John Kaye of the School of Engineering and Applied Sciences, provided our group during the year which ended February 10, 1978. Although much work remains to be done, Professor Kaye's leadership made it possible for the Committee to make significant progress toward achievement of the charge assigned this Committee by the Faculty Senate.

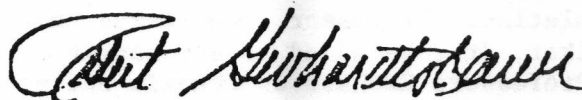
Provost Bright informed the Senate that there would be attached to the minutes of this meeting a memorandum from himself with a report prepared by Mr. Johnson, Planning and Budgeting Office. This report, he said, incorporates some material from the Chronicle of Higher Education, plus some additions specific to this University, which he thought the faculty might find interesting.

Professor Rashid then read a statement submitted by Professor McIntyre on behalf of the Friends of the Library, as follows:

The Collection Enrichment Committee of the Friends of the Library is sponsoring a drive for the donation of books from all faculty members the week of April 3rd through April 7th. If you have a box of books to donate, the Committee will pick the books up; otherwise, it would be appreciated if you would take the books to them. Please contact Connie McCarthy at Ext. 6580 if you have donations.

Professor Rashid said it was her understanding that if there are some books the Library can't use, they will be put on sale.

5 Upon motion made and seconded, Provost Bright adjourned the meeting at 2:23 p.m.



Robert Gebhardtsbauer
Secretary

FACULTY SENATE COMMITTEES

EXECUTIVE COMMITTEE 1978-79 Session

(elected February 10, 1978)

Cor 105A	Reuben E. Wood, Chairman, Chemistry	6120
Gov 209B	Frederick C. Kurtz, Accounting	6763
Clinic 827	Howard C. Pierpont, Surgery	4009
C-518	Martha N. Rashid, Education	6823
Bacon 412	Teresa M. Schwartz, Law	6781
Rice-8th Fl.	Lloyd H. Elliott, President, ex officio	6500

CHAIRMEN*, STANDING COMMITTEES:

1. ADMINISTRATIVE MATTERS AS THEY AFFECT THE FACULTY - Professor Lilien F. Robinson, Chairman
2. ADMISSIONS AND ADVANCED STANDING - Professor Henry M. Steiner, Chairman
3. APPOINTMENT, SALARY AND PROMOTION POLICIES - Professor Lois G. Schwoerer, Chairman
4. ATHLETICS - Professor Robert G. Jones, Chairman
5. EDUCATIONAL POLICY - Professor Stefan O. Schiff, Chairman
6. FISCAL PLANNING AND BUDGETING - Professor Robert E. Park, Chairman
7. LIBRARY - Professor John E. Ziolkowski, Chairman
8. PHYSICAL FACILITIES - Professor Janet C. Heddeshimer, Chairman
9. PROFESSIONAL ETHICS AND ACADEMIC FREEDOM - Professor John P. Reesing, Jr., Chairman
10. PUBLIC CEREMONIES - Professor A. E. Claeysens, Jr., Chairman
11. RESEARCH - Professor Theodore G. Toridis, Chairman
12. STUDENT FINANCIAL AID - Professor Raymond R. Fox, Chairman
13. UNIVERSITY DEVELOPMENT AND RESOURCES - Professor Frederick Amling, Chairman
14. UNIVERSITY OBJECTIVES - Professor Glenn A. Walker, Chairman
15. UNIVERSITY AND URBAN AFFAIRS - Professor Peter P. Hill, Chairman
16. JOINT COMMITTEE OF FACULTY & STUDENTS** Professor Stephen R. Chitwood, Acting Co-Chairperson

*Members of the Senate

**Not a standing committee of the Faculty Senate

THE GEORGE WASHINGTON UNIVERSITY
Washington, D.C.

Faculty Senate Committee on Appointment, Salary and
Promotion Policies (including Fringe Benefits)

ANNUAL REPORT
1977-78 Session

During the 1977-78 session the Appointment, Salary and Promotion Policies Committee met four times. The responsibilities of the committee were divided among four subcommittees. The work of the committee may be summarized as follows:

- I. The question of tenure at GWU was reviewed in accordance with a request from the Executive Committee and two resolutions were introduced. Senate Resolution 77/11 respecting Faculty Tenure and Senate Resolution 77/12 Respecting Limited Service Active Status Faculty Appointments were passed as amended in January 1978. The former establishes the principle that the regular service faculty (tenured and tenure track) be less than 100% of the full-time teaching faculty (regular service and limited service full-time teaching faculty) and calls for steps to be taken by the colleges and schools in cooperation with the departments therein to achieve that principle. S.R. 77/11 also requests the Administration to study the implications for both faculty members and the university of making early, partial retirement an option. S.R. 77/12 asks the Administration to study the implications of offering renewable contracts of a year or more for limited service full-time faculty. A report on tenure from the ASPP Committee accompanied the resolutions.
- II. The effectiveness of the University Affirmative Action program was reviewed. Meetings were held with the Assistant Provost for Affirmative Action and an interested member of the faculty. A discrepancy between the salaries of male and female instructors revealed in a report by the Director of Planning and Budget was explained as accountable to the differences in salaries among departments. The committee studied the University's progress towards achieving its goals in the hiring of women and members of minority racial groups. Certain suggestions respecting the recruitment process were offered.
- III. The committee distributed to all faculty data obtained from AAUP sources and the Director of Planning and Budget showing the average faculty compensation by rank at GWU in comparison with the average compensation by rank at other institutions comparable to GWU according to the AAUP rating.

SENATE STANDING COMMITTEES

1978-79 Session

ADMINISTRATIVE MATTERS AS THEY AFFECT THE FACULTY

*Chairman: Robinson, Lillian F., Assoc. Prof., Art
Hitchcock, D. Michael, Asst. Prof., Art
Lee, Myrna P., Assoc. Prof., Mathematics
Mahmood, Khalid, Prof., Engineering
Mastro, Anthony J., Prof., Accounting
Padikal, Thomas N., Asst. Prof., Radiology
Quitslund, Sonya A., Asst. Prof., Religion
Steiner, Carl, Assoc. Prof., German
Zakharia, John H., Asst. Prof., Ophthalmology

ex officio:

Birnbaum, Philip S., Dean for
Administrative Affairs,
Medical Center
Lange, Carl J., Vice President
for Administration & Research

ADMISSIONS AND ADVANCED STANDING

*Chairman: Steiner, Henry M., Prof., Engineering Admin.
Affronti, Lewis F., Prof., Microbiology
Bowling, Lloyd S., Prof., Speech & Drama
Keller, Steven, Asst. Prof., Speech & Drama
Kind, Phyllis, Assoc. Prof., Microbiology
Kirsch, Arthur D., Prof., Statistics

ex officio:

Ruth, Joseph Y., Director of
Admissions

APPOINTMENT, SALARY AND PROMOTION POLICIES

*Chairman: Schwoerer, Lois G., Prof., History
Burks, James F., Prof., Romance Lang.
*Cohn, Victor H., Jr., Prof., Pharmacology
Dirkse, John P., Asst. Prof., Statistics
Hammersberg, Suzanne D., Assoc. Prof., Pathology
Lutz, Irving J., Prof., Mathematics
Levy, Joseph B., Prof., Chemistry
Linkowski, Donald C., Assoc. Prof., Education
O'Reilly, Sean, Prof., Neurology
Shane, Presson S., Prof., Engineering Admin.
Shih, Chung-wen, Prof., East Asian Lang. & Lit.
*Shotel, Jay R., Assoc. Prof., Special Education
Thompson, Anne M., Assoc. Prof., Medicine

ex officio:

Bright, Harold F., Provost

ATHLETICS

*Chairman: Jones, Robert G., Prof., Religion
Bielski, Lee S., Prof., Speech & Drama
Brown, James H., Prof., Law
Caress, Edward A., Assoc. Prof., Chemistry
Courtless, Thomas F., Prof., Sociology & Law
Harvey, Jerry B., Prof., Mgmt. Science
Linebaugh, Craig W., Asst. Prof., Speech & Drama
Smith, Walton E., Assoc. Prof., Mgmt. Science
Snodgrass, Jeanne E., Assoc. Prof., HK&LS
Vann, Margaret L., Admin. Assoc., Graduation Office
Walker, Robert H., Jr., Prof., American Civ.
Wayne, Stephen J., Assoc. Prof., Political Science
Weintraub, Herbert D., Prof., Anesthesiology
Hanback, William B. (alumnus)

ex officio:

Faris, Robert K., Director of Men's
Athletics
George, Lynn, Director of Women's
Athletics
Phelps, Marianne, Asst. Provost for
Affirmative Action

*Member of the Senate

EDUCATIONAL POLICY

*Chairman: Schiff, Stefan O., Prof., Zoology
Altshuler, David, Asst. Prof., Religion
Churchill, Robert P., Asst. Prof., Philosophy
Kenyon, Hewitt, Prof., Mathematics
Olkhovsky, George, Assoc. Prof., Slavic Lang.
Peterson, Ruth I., Assoc. Prof., Education
Taragin, Morton F., Asst. Prof., Physics
Timbers, Edwin, Prof., Business Admin.
Wallace, Ruth A., Prof., Sociology

ex officio:

Bright, Harold F., Provost

FISCAL PLANNING AND BUDGETING

*Chairman: Park, Robert E., Prof., Law
Devolites, Milton C., Prof., Health Care Admin.
El-Ansary, Adel I., Prof., Business Admin.
Frankie, Richard J., Prof., Education
Greenberg, Joseph A., Assoc. Prof., Education
Ireland, C. Terrence, Assoc. Prof., Statistics
Kenney, Richard A., Prof., Physiology
LeBlanc, Hugh L., Prof., Political Science
Meltzer, Arnold C., Prof., Engineering
Mergen, Bernard, Assoc. Prof., American Studies
Morgan, John A., Jr., Prof., Political Science

ex officio:

Birnbaum, Philip S., Dean for
Administrative Affairs,
Medical Center
Johnson, William D., Director of
Planning and Budgeting

LIBRARY

*Chairman: Ziolkowski, John E., Assoc. Prof., Classics
Anderson, Jeffrey C., Asst. Prof., Art
Chandler, James P., Prof., Law
Donaldson, Robert P., Asst. Prof., Biology
Eftis, John, Prof., Engineering
Johnson, Nancy D., Asst. Prof., HK&LS
Kim, Young C., Prof., Political Science
King, James C., Prof., Germanic Lang. & Lit.
King, Michael M., Asst. Prof., Chemistry
Lowe, John C., Assoc. Prof., Geography
McIntyre, Margaret, Prof., Education
Oertel, Yolanda C., Asst. Prof., Pathology
Tidball, Charles S., Prof., Physiology

ex officio:

Bernard, Hugh Y., Librarian,
Law Library
Caress, Edward A., Asst. Dean of
the Graduate School of Arts and
Sciences
Matheson, Nina W., Librarian,
Medical Library
Woodward, Rupert C., University
Librarian

PHYSICAL FACILITIES

*Chairman: Heddesheimer, Janet C., Asst. Prof., Education
Bernard, Hugh Y., Prof., Law
Greene, Sherwin, Assoc. Prof., Urban & Regional Pl.
Hugh, Rudolph, Prof., Microbiology
Masseo, Guido E., Prof., Romance Lang.
Miller, Lenore, Curator, Dimock Gallery
Shouldice, Robert G., Asst. Prof., Health Care Admin.
Siegel, Frederic R., Prof., Geology
White, David G., Prof., Chemistry

ex officio:

Dickman, Robert E., Director of
Planning & Construction
Diehl, Charles E., Vice President
and Treasurer
Einbinder, John C., Business Manager

PROFESSIONAL ETHICS AND ACADEMIC FREEDOM

*Chairman: Reesing, John P., Jr., Prof., English
Arkilic, Galip M., Prof., Engineering
Aschheim, Joseph, Prof., Economics
Krulfeld, Ruth M., Prof., Anthropology
Nimer, Benjamin, Prof., Political Science
Silber, David E., Prof., Psychology
Stein, Walter A., Instructor, Health Care Admin.
Stewart, Phyllis L., Assoc. Prof., Sociology

ex officio:

Linton, Calvin D., Dean, Columbian
College of Arts and Sciences

PUBLIC CEREMONIES

*Chairman: Claeysens, A. E., Jr., Assoc. Prof., English
Gordon, Marvin F., Prof., Geography
Grub, Phillip D., Prof., Business Admin.
Lingo, Jane T., Asst. Director, Public Relations
Purcell, Ralph E., Prof., Political Science
Regnell, Joan R., Asst. Prof., Speech & Drama
Tidball, M. Elizabeth, Prof., Physiology

ex officio:

Gebhardtshauer, Robert, Registrar
Jones, Robert G., University
Marshal

RESEARCH

*Chairman: Toridis, Theodore G., Prof., Engineering
Aldoory, Yousef, Assoc. Prof., Pathology
Davis, Herbert J., Assoc. Prof., Business Admin.
Foley, James, Assoc. Prof., Engineering
Johnson, Diana E., Asst. Prof., Biology
Jergmann, Patricia M., Prof., Sociology
Levine, Richard F., Asst. Prof., Medicine
Logsdon, John M., Assoc. Prof., Public Affairs/Pol. Sc.
Marlow, W. H., Prof., Operations Research
Millen, Roger N., Assoc. Prof., Engineering Admin.
Saenz, Pilar, Assoc. Prof., Romance Lang.

ex officio:

Bright, Harold F., Provost
Mayo, Louis H., Vice President for
Policy Studies and Special
Projects
Solomon, Henry, Dean, Graduate
School of Arts and Sciences

STUDENT FINANCIAL AID

*Chairman: Fox, Raymond R., Prof., Engineering
Hiltebeitel, Alfred J., Assoc. Prof., Religion
Hollinshead, Ariel C., Prof., Medicine
Huve, Gerard, Asst. Prof., Romance Lang.
Vincent, Robert C., Prof., Chemistry
Wright, J. Franklin, Jr., Asst. Prof., Art

ex officio:

Dunagan, Joyce I., Director,
Student Financial Aid
Heartfield, Maurice K., Asst. Vice
President and Asst. Treasurer
Stoner, George W. G., Assoc.
Director, Admissions

UNIVERSITY DEVELOPMENT AND RESOURCES

*Chairman: Amling, Frederick, Prof., Business Finance
Breen, James L., Prof., HK&LS
Johnson, William D., Director, Planning & Budgeting
Khatcheressian, Norayr K., Assoc. Prof., Physics
*Lessin, Lawrence S., Prof., Medicine
Loeser, Norma M., Prof., Business Admin.
Sherman, Stanley N., Assoc. Prof., Business Admin.
Wise, Jarrett M., Asst. Prof., Health Care Science
Lamer, Richard E. (alumnus)

ex officio:

Alpert, Seymour, Vice President for
Development

*Member of the Senate

UNIVERSITY OBJECTIVES

*Chairman: Walker, Glenn A., Assoc. Prof., Biochemistry
Coates, Anthony G., Prof., Geology
Dunbar, Burdett S., Assoc. Prof., Anesthesiology
Fleck, Joseph W., Assoc. Prof., Education
Hanson, Gail S., Dean of Students
Lewis, John F., Assoc. Prof., Geology
Reeves, Philip N., Assoc. Prof., Health Care Admin.
Spiegel, Chariklia, Asst. Prof., Medicine
Umpleby, Stuart A., Asst. Prof., Mgt. Science

ex officio:

Bright, Harold F., Provost
Linton, Calvin D., Dean, Columbian
College of Arts and Sciences
Holland, Robert L., Dean, College of
General Studies

UNIVERSITY AND URBAN AFFAIRS

*Chairman: Hill, Peter P., Prof., History
Gillette, Howard F., Jr., Asst. Prof., American Studies
Helgert, Hermann J., Assoc. Prof., Engineering
Ludlow, Gregory, Assoc. Prof., Romance Lang.
McAleavey, David W., Asst. Prof., English
Nashman, Honey W., Asst. Prof., HK&LS
Sinick, Daniel, Prof., Education
Vontress, Clemmont E., Prof., Education
Wallace, Perry E., Asst. Director, Exper. Prog.
Wilson, John R., Director, Public Relations

ex officio:

Mayo, Louis H., Vice President for
Policy Studies and Special Projects

JOINT COMMITTEE OF FACULTY AND STUDENTS**

Faculty Members:

*Acting Co-Chairperson: Chitwood, Stephen R., Assoc. Prof., Public Admin.
Kyriakopoulos, Nicholas, Assoc. Prof., Engineering
McKelvey, Cornelius P., Instructor, Health Care Admin.
Parke, William C., Assoc. Prof., Physics
Reynolds, Wm. M., Prof., Speech & Drama
Rowe, William W., Assoc. Prof., Slavic Lang.
Tropea, Joseph L., Asst. Prof., Sociology

ex officio:

Hanson, Gail S., Dean of Students
Linton, Calvin D., Dean, Columbian
College of Arts and Sciences
Lobuts, John F., Jr., Asst. Dean,
School of Government and Business
Administration
Perkins, John E., Asst. to the Vice
President for Student Affairs

*Member of the Senate

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Committee on Appointment, Salary and Promotion
Policies (including Fringe Benefits)
Annual Report - 1977-78 Session
Page 2

IV. At the request of a faculty member, a study was undertaken of an aspect of the insurance coverage offered members of the University community by Blue Cross/Blue Shield. The point at issue is: should a new class of insurance risk, the married couple without children, be made available and at what price. The study is not completed and will be continued. Another issue on which no conclusion was reached concerns the TIAA supplemental contribution program. Study of it will also continue.

Respectfully submitted,

Lois G. Schwoerer

Lois G. Schwoerer, Chairman

The Committee

Eugene Abravanel
Ruth Bari
John P. Dirkse
Robert Goldfarb
Karl Katterjohn
Arthur Kirsch
Mariiyn Koering
Nicholas Kyriakopoulos
Joseph Levy
Anthony Mastro
Dorothy Moore
Randall Packer
Martha Rashid
Presson Shane

ex officio:
Harold F. Bright

March 10, 1978

Note: Arthur Kirsch resigned from the ASPP Committee, but was a sometime member of the subcommittee on tenure.

THE GEORGE WASHINGTON UNIVERSITY
INTERDEPARTMENTAL MEMORANDUM

March 21, 1978

To: The Faculty Senate

During the past year the Chronicle of Higher Education has, from time to time, published a chart comparing Faculty Salary Averages as compiled by the American Association of University Professors with the Consumer Price Index and wages and salaries paid to non-agricultural employees. Recently, the Chronicle published the last chart in the 1977 series. It appeared on page 2 of the issue dated January 30, 1978, Volume XV, Number 20.

Faculty salaries are of considerable interest to all of us, and two charts are attached comparing our data with those published in the Chronicle. The first is a reproduction of the one chart as it appeared in the Chronicle of Higher Education with two entries added to it. One is the line designated as G.W.U. Average Salaries, and the other is the parenthetical notation, "(A.A.U.P. National Averages)", appearing under the caption FACULTY SALARIES. This chart purports to show the following indices relating to faculty salary averages:

	<u>National Average</u>	<u>G.W.U.</u>
1967-68	100.0	100.0
1971-72	122.9	137.1
1976-77	158.4	183.3

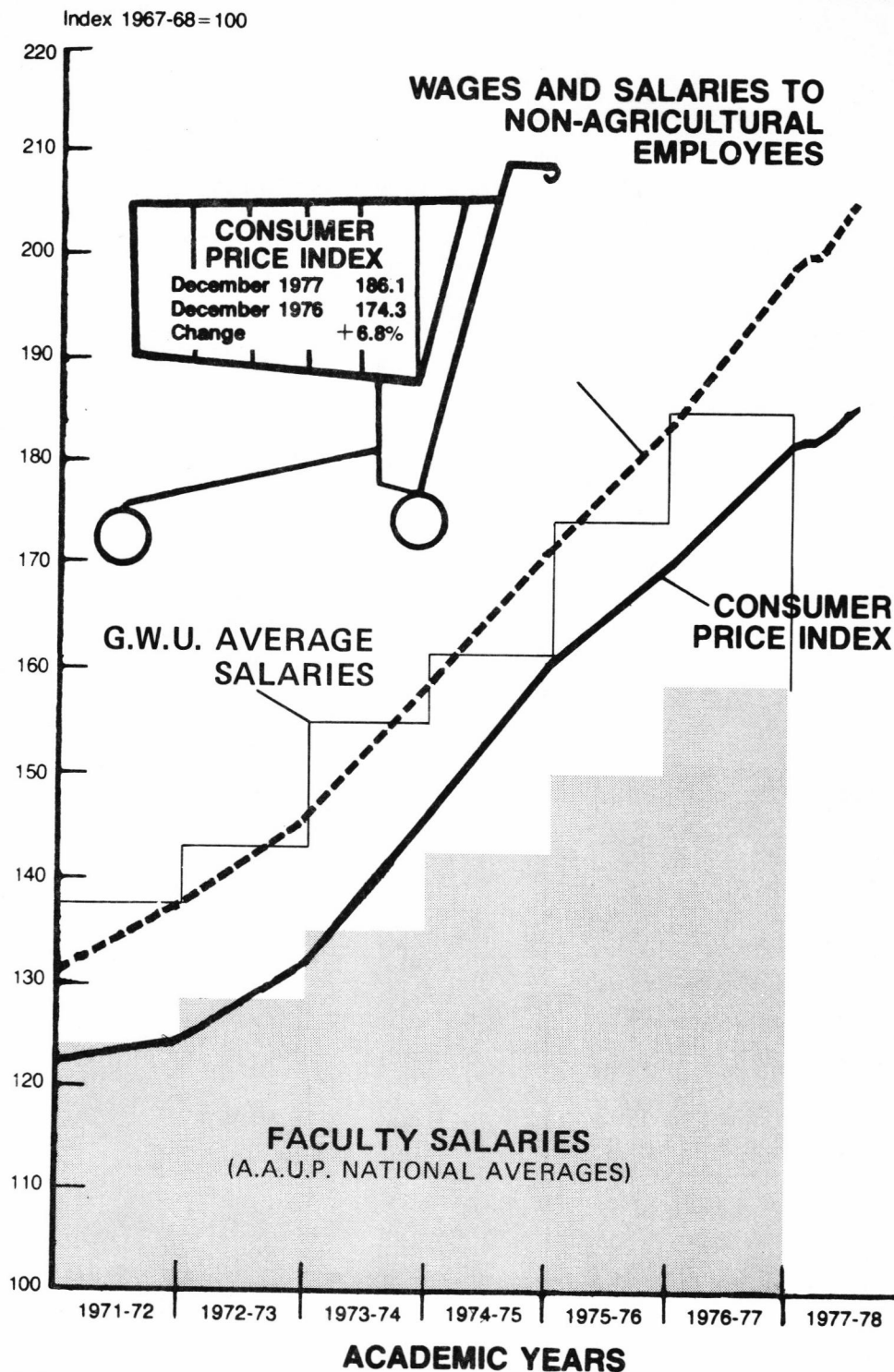
The second chart (a bar graph) compares the actual salary averages used in calculating the indices. It indicates, for example, that our average salary in 1967-68 of \$11,857 was somewhat above the National average of \$11,114 while by 1976-77 our average of \$21,727 was substantially in excess of the National average of \$17,601.

The AAUP data used in the two charts can be found in Table 21, page 172 of the AAUP Bulletin dated August 1977, Volume 63, Number 3. N.B. Does not include salaries of the Medical Center Faculty.

H. F. Bright

H. F. Bright
Provost

The Cost of Living and Academic Salaries



Consumer prices rose 6.8 per cent during calendar 1977,
while general salaries and wages rose 7.6 per cent.

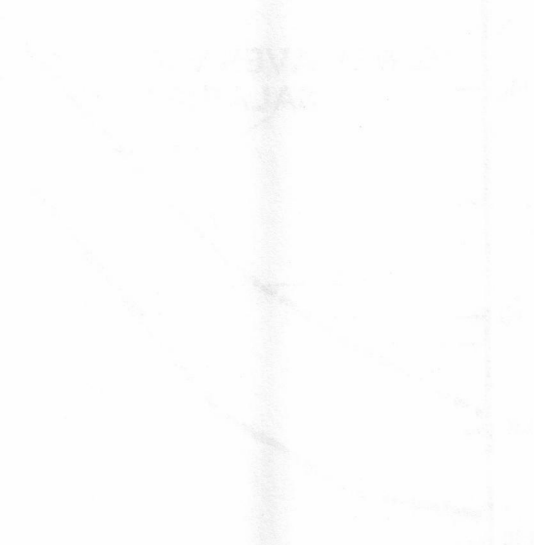
CHRONICLE CHART BY FRAN TUCKSCHER AND ASSOCIATES
SOURCES: DEPARTMENT OF LABOR, DEPARTMENT OF COMMERCE,
AND AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS

100-200000-1000000

UNITED STATES DEPARTMENT OF AGRICULTURE
BUREAU OF PLANT INDUSTRY



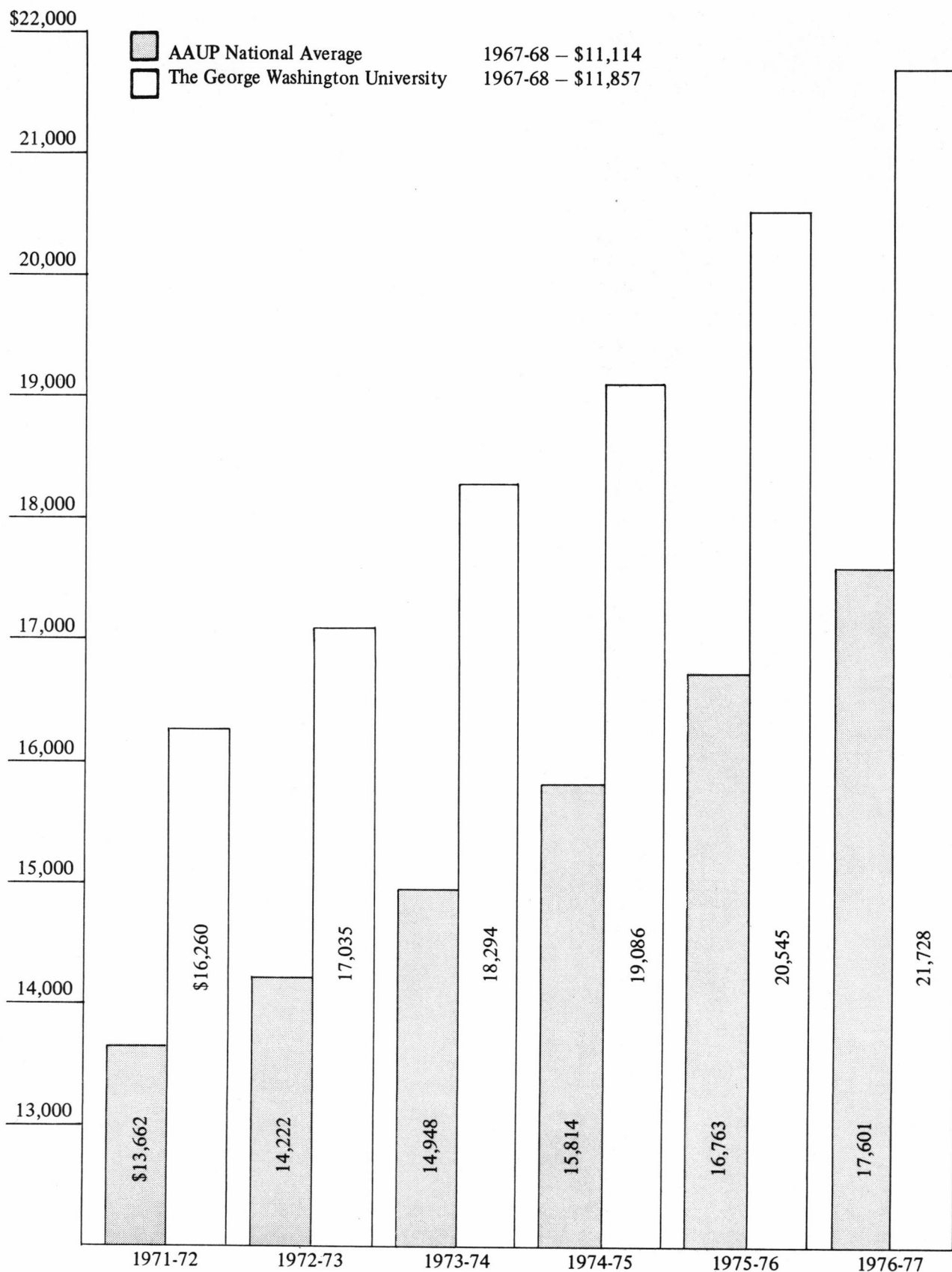
UNITED STATES DEPARTMENT OF AGRICULTURE
BUREAU OF PLANT INDUSTRY



UNITED STATES DEPARTMENT OF AGRICULTURE
BUREAU OF PLANT INDUSTRY

UNITED STATES DEPARTMENT OF AGRICULTURE
BUREAU OF PLANT INDUSTRY

Average Faculty Salaries 1967-68 - 1976-77



Aviation Technology Division
603-87-1970-77

Aviation Technology Division
603-87-1970-77

1970-77

1970-77

1970-77

1970-77

1970-77

1970-77

1970-77

1970-77

1970-77

THE GEORGE WASHINGTON UNIVERSITY
Washington, D. C.

The Faculty Senate

March 1, 1978

The Faculty Senate will meet on Friday, March 10, 1978, at 2:10 p.m., in the Faculty Conference Room, Sixth Floor, Lisner Hall.

AGENDA

1. Call to order
2. Minutes of the regular meeting of February 10, 1978
3. General Business:
 - (a) Approval of dates for regular Senate meetings in the 1978-79 Session recommended by the Executive Committee as follows: March 10, 1978, April 14, 1978, May 5, 1978, September 8, 1978, October 13, 1978, November 10, 1978, December 8, 1978, January 19, 1979, and February 9, 1979
 - (b) Nomination and election of Senate Standing Committees
 - (c) Annual Reports: Professional Ethics and Academic Freedom Committee, Administrative Matters as They Affect the Faculty Committee, Student Financial Aid Committee, Executive Committee (reports attached)
4. Brief Statements
5. Adjournment



Robert Gebhardtsbauer
Secretary

THE GEORGE WASHINGTON UNIVERSITY
Washington, D. C.

THE FACULTY SENATE - 1978-79 SESSION

The Faculty Senate meetings for the 1978-79 Session will be held on the second Friday of each month (exceptions: May and January) as follows:

March 10, 1978	November 10, 1978
April 14, 1978	December 8, 1978
May 5, 1978	January 19, 1979
September 8, 1978	February 9, 1979
October 13, 1978	The 1979-80 Session begins March 9, 1979

Ex Officio Members (stated by the Faculty Organization Plan):

Elliott, Lloyd H.	President
Bright, Harold F.	Provost and Vice President for Academic Affairs
Gebhardtshauer, Robert	Registrar

Ex Officio Members (appointed by the President):

Birnbaum, Philip S.	Dean, Administrative Affairs, The Medical Center
Kramer, Robert	Dean, National Law Center
Liebowitz, Harold	Dean, School of Engineering and Applied Science
Linton, Calvin D.	Dean, Columbian College of Arts and Sciences
Sapin, Burton M.	Dean, School of Public and International Affairs
Solomon, Henry	Dean, Graduate School of Arts and Sciences
Tillman, Rodney	Dean, School of Education
Vaill, Peter P.	Dean, School of Government and Business Administration

Smalls, O'Neal	Parliamentarian, National Law Center
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<u>Elected Members:</u>	<u>Term Expires</u>	<u>School or College</u>
Adams, Elizabeth B.*	1979	Government and Business Administration
Amling, Frederick	1980	Government and Business Administration
Claeyssens, A. E., Jr.	1980	Columbian College
Cohn, Victor H., Jr.	1980	Graduate School of Arts and Sciences
Fox, Raymond R.	1980	Engineering and Applied Science
Ginsburg, Gilbert J.	1980	National Law Center
Heddesheimer, Janet C.	1979	Education
Hill, Peter P.	1979	Columbian College
Jones, Robert G.	1979	Columbian College
Kurtz, Frederick C.	1979	Government and Business Administration
Lessin, Lawrence S.	1979	Medical Center
McDonald, J. Kenneth	1979	Public and International Affairs
Park, Robert E.	1980	National Law Center
Pierpont, Howard C.	1980	Medical Center
Rashid, Martha N.	1979	Education
Reesing, John P., Jr.	1980	Columbian College
Robinson, Lilien F.	1980	Columbian College
Schiff, Stefan O.	1980	Columbian College
Schwartz, Teresa M.*	1979	National Law Center
Schwoerer, Lois G.*	1979	Columbian College
Shotel, Jay R.	1980	Education
Steiner, Henry M. (Kaye)	1979	Engineering and Applied Science
Toridis, Theodore G.	1980	Engineering and Applied Science
Walker, Glenn A.	1979	Medical Center
Wood, Reuben E.	1980	Columbian College
Ziolkowski, John E.	1979	Columbian College

*Sabb.78-79; Professor Stephen R. Chitwood has been elected as replacement for Professor Adams at the end of this semester; Professor Ruth A. Wallace has been elected as replacement for Professor Schworer at the end of this semester; and a replacement for Professor Schwartz will be elected at the end of this semester.

THE GEORGE WASHINGTON UNIVERSITY
INTERDEPARTMENTAL MEMORANDUM

ANNUAL REPORT 1977-78

FACULTY SENATE COMMITTEE ON
PROFESSIONAL ETHICS AND ACADEMIC FREEDOM

The Committee met twice during the summer and once during the fall semester to consider several matters referred to us by the Executive Committee of the Faculty Senate. We report the following results of our study and discussions:

1. A faculty member whose salary for 1977-78 represented a decrease relatively to the salary for 1976-77 had written a memorandum on the subject, expressing certain questions about the possible violation of academic freedom which it was felt such a situation might involve. The matter was referred to a subcommittee, whose members studied the relevant AAUP documents and consulted persons at other universities. After discussing the sub-committee's report, the Committee reached the following conclusion:

We recognize all the issues and we recognize in principle the possibility of a violation of academic freedom in the kind of circumstance before us; but we believe that Article X of the Faculty Code provides adequate machinery for the adjudication of any complaint.

2. A former member of the faculty had addressed to the Committee chairman a memorandum raising questions about the method, the terms, and the procedures that had been utilized in the type of appointment involved ("Visiting") and suggesting that the Faculty Code might need amendment to provide certain kinds of safeguard. By invitation the writer visited the Committee during its second summer meeting, and the Committee discussed the matter in the fall. Such facts as we had been able to obtain about present practices led us to feel that the situation is not altogether clear, but we reached the following tentative conclusion:

Some safeguards perhaps are needed with respect to the term "Visiting" (more than with respect to the term "Adjunct"); but we need further instruction or information.

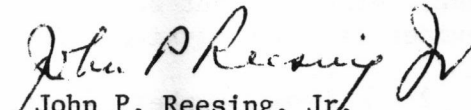
3. Two members of the faculty had written memoranda raising questions about a possible need for revision of the Faculty Code with respect to some of the procedures specified in Section C, par. 2, under "Procedures for the Implementation of the Faculty Code." By invitation, one of the two writers visited the Committee during its second summer meeting; and in the fall (during a meeting when the full membership could not be present) the Committee discussed

the matter, with results as follows:

At least for the time being, we think there is no need to change the Code with respect to application of the phrase "regular active status members" (p. 20). However, in view of the complexity of the issues, we prefer to have the matter addressed by the full membership of the Committee. Action was therefore deferred.

4. A faculty member had raised a question about plans for modifying the system for granting tenure. The Committee deferred action because at the time of the fall meeting certain related questions were being considered by two other Senate committees, but it had not been possible for us to obtain information about their recommendations.

5. There remains one other item of unfinished business. We still have before us statements written by some of the Committee members for 1976-77, but we ourselves have not yet been able to address the question: What, in the Committee's own view, should be the role of the Senate Committee on Professional Ethics and Academic Freedom? We request that the Committee for 1978-79 act on the question.


John P. Reesing, Jr.
Chairman

Committee Members:

Joseph Aschheim
Victor H. Cohn
Paul A. Crafton
Linda L. Gallo
Paula R. Kaiser
Ruth M. Krulfeld
Leroy S. Merrifield
Benjamin Nimer
C.M. Paik
James E. Starrs
Phyllis L. Stewart
Calvin D. Linton (ex officio)



1977-1978 Annual Report
of the
Faculty Senate
Committee on Administrative Matters
As They Affect the Faculty

The Committee met several times during the Senate year. A summary of the Committee's major activities follows.

1. The Committee reviewed Faculty Senate Resolution 77/5 (A resolution to Promote Faculty Productivity) and prepared a list of questions concerning the Resolution for the Fiscal Planning and Budgeting Committee. Furthermore, the Committee expressed its concern with suggested productivity measures for the faculty at a subsequent Faculty Senate meeting. Resolution 77/5 was remanded to the Executive Committee.
2. Dr. Harold Bright met with the Committee to discuss three items that had been brought to the attention of the Committee by SGBA Faculty. These three concerned:
 - a. Implementation of Faculty Senate Resolution 77/6 -- Restrictions on the Award of Tenure Status
 - b. New Course approved by the Vice President for Academic Affairs
 - c. Sabbatical Leave policies

In a discussion of these items, it appeared that SGBA was encountering unique problems not shared by the University community. Therefore, no further action was decided.

3. An issue that the Committee had discussed in the 1976-1977 year proved to be under discussion in three Faculty Senate Committees. This issue related to the timely notification of faculty members concerning their faculty status. The Chairman of the Committee on Administrative Matters As They Affect the Faculty was invited to a meeting of the Tenure Subcommittee of the Committee on Appointment, Salary and Promotion Policies to discuss their resolution related to the notification issue. The Resolution subsequently was approved by the Faculty Senate.

Annual Report
Page Two

Respectfully Submitted,

Elizabeth Adams
Diane Brewer
Suzanne Hammersberg
Nancy Diers Johnson
John F. McCarthy, Jr.
Sonya A. Quitslund
David S. Rockoff
George Stambuk
Carl Steiner
Philip S. Birnbaum
Carl J. Lange

THE GEORGE WASHINGTON UNIVERSITY
INTERDEPARTMENTAL MEMORANDUM

February 28, 1978

Committee on Student Financial Aid
of the Faculty Senate

ANNUAL REPORT 1977-78

The Committee met a number of times. The early meetings were to review the existing policies on awarding student financial aid. This effort also permitted the newer members of the Committee to become familiar with these policies as well as the procedures of the Student Financial Aid Office and its staff. It was decided that no policy changes should be proposed at this time.

A second and major effort of the Committee was the determination of what statement as to the role of the Committee was appropriate for submittal to the Faculty Senate. Deliberations resulted in a statement which has been forwarded separately to the Executive Committee of the Senate for its use.

Finally, several matters have been presented to the Committee regarding scholarship awards for activities not currently considered appropriate. The next Committee may consider these matters further.

The Committee was enthusiastic in its efforts and, I believe, productive. Mrs. Joyce Dunagan, Director of Student Financial Aid, was always well-informed and helpful to the Committee.

Respectfully Submitted,

Raymond R. Fox / *RR*

Raymond R. Fox
Chairman

Committee Members: Ariel C. Hollinshead

Gerard Huve

Daniel D. Roman

Robert C. Vincent

Frank Wright

Ex officio: Joyce Dunagan, Director of Student Financial Aid
Maurice K. Heartfield Jr., Asst. Vice-President &
Asst. Treasurer

George W.G. Stoner, Associate Director of Admissions

EXECUTIVE COMMITTEE OF THE FACULTY SENATE

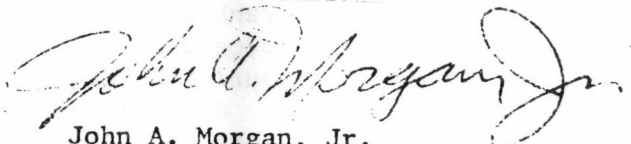
ANNUAL REPORT
1977-78 Session

The Executive Committee arranged the agenda for nine regular meetings of the Faculty Senate held during the 1977-78 session. The attached tabulation of resolutions summarizes the major formal actions taken.

No cases of nonconcurrence were referred to the Executive Committee this term. However, there were several complaints concerning alleged violations of rights under the Code. In most instances informal consultation with one or more members of the Executive Committee disposed of the matter. In one instance, the case of Associate Professor Nicholas Kyriakopoulos, a special committee was elected to consider the problem. The committee was unable to effect a resolution of the matter and a formal grievance proceeding was initiated. That proceeding is not yet complete. In a second instance, informal consultation resulted in agreement that a proceeding under the Code was premature and that the appropriate approach at that time was to employ the grievance mechanisms of the Medical Center. A third case remains unresolved and it is not yet clear whether the election of a special committee will be necessary.

Additional business of the Executive Committee included serving as the Senate's committee on committees, nominating members and chairmen of standing and special committees of the Senate and administrative committees as requested by the President; acting as an advisory body to the President; and, through the Senate Office, assisting the Grievance Committee in the conduct of its proceedings.

The Executive Committee expresses its thanks to all standing and special committees for their contributions to the work of the Senate. We especially commend those members of the faculty who have agreed to serve on the Grievance Committee established under the new Code. The arduous and seemingly thankless task they perform is of great importance to all members of the faculty. The Committee also thanks the administration for its cooperation throughout the session and expresses its appreciation of Ms. Doris Trone's contribution to the successful conduct of Senate business.



John A. Morgan, Jr.
Chairman

Executive Committee Members:
Raymond R. Fox
Frederick C. Kurtz
Martha N. Rashid
Teresa M. Schwartz
Lloyd H. Elliott, ex officio

February 27, 1978

RESOLUTIONS 1977-78 SESSION

Resolution No.	Date of Meeting	Title of Resolution	Action	Remarks and/or Committee Referral
77/1	4/8/77	A Resolution to Establish an Office of Alumni Relations and Development and an Alumni Association in each Decree-Granting School, College, or Division	Adopted as amended	Implemented by President Elliott - August 15,
77/2	4/8/77	A Resolution to Preserve Records of Senate Committees	Adopted as amended	Implemented by President Elliott - August 15,
77/3	5/6/77	A Resolution to Amend The George Washington's Policy on Academic Dishonesty	Adopted, as amended	Implemented by President Elliott - August 15,
77/4	5/6/77	A Resolution on Public Use of the University Library	Adopted	Implemented by President Elliott - August 15,
77/5*	5/6/77	A Resolution to Promote Faculty Productivity*	Recommitted	Recommitted to Fiscal Planning and Budgeting Committee for reintroduction at October 14, 1
77/6	5/6/77	A Resolution to Place Certain Restrictions on the Awarding of Tenure Status Number of Regular Faculty Positions	Adopted, as amended	Senate meeting. Postponed to November 11th S Meeting. Implemented by President Elliott - August 15,
77/7	10/14/77	A Resolution Concerning Amendments to the Grievance Procedures for Students Alleging Discrimination	Adopted, as amended	
77/8	11/11/77	A Resolution to Endorse the Student-Faculty Evaluation	Adopted, as amended	
(*77/5)	11/11/77	(Substitute) Resolution to Promote Faculty Development and Departmental Effectiveness	Recommitted as amended	Substitute Resolution 77/5, as amended, and original Resolution 77/5 (see above) recommit to Executive Committee
77/9	12/9/77	A Resolution to Commend The George Washington University Women's Volleyball Team		
77/10	12/9/77	A Resolution To Commend The George Washington University Soccer Team		

-continued-

RESOLUTIONS 1977-78 SESSION

Page 2

Resolution No.	Date of Meeting	Title of Resolution	Action	Remarks and/or Committee Referral
77/11	1/20/78	A Resolution Respecting Faculty Tenure	Adopted	
77/12	1/27/78			
	1/20/78	A Resolution Respecting Limited Service	Adopted,	
	1/27/78	Active Status Faculty	as amended	
77/13	2/10/78	A Resolution of Appreciation	Adopted	Presented to Professor John A. Morgan, Jr., Chairman of the Executive Committee of the Faculty Senate